Case Number: 6017871/2024

EMPLOYMENT TRIBUNALS

Claimant: Mr A Johnson

Respondent: Green Light Recruitment Limited

Heard at: Leeds Employment Tribunal (by Teams)

ON: 19 and 20 October 2026

BEFORE: Employment Judge Elgot

Members

Ms J L Hiser
Mr M Taj

REPRESENTATION:

Claimant: self-represented
Respondent: Mr D Flood, counsel

REMEDY JUDGMENT

1. The claimant has succeeded in his claim under section 47B Employment Rights Act 1996 that he was subjected to detriment by acts or deliberate failures to act by the respondent done on the ground that he made protected disclosures in the public interest (his whistleblowing detriment claim).

   We have determined the appropriate award of compensation as follows:

2. Injury to feelings **£19,000**

3. Financial Loss for past loss of earnings **£10,643.93**

4. The loss of earnings is calculated by reference to the period from 16 September 2024 to 16 March 2025 (six months) when the claimant earned a net weekly wage of £ 463.07 amounting to an annual net wage of £ 24,079.64.

5. 26 weeks x £ 463.07 = £ 12,039.50 less state benefits received (Universal Credit) in the amount of £1843.59.

6. The sub-total is £10,195.91 to which is added pension loss for the same period consisting of employer's pension contribution at 3% = £ 448.02

7. £ 10,195.91 + 448.02 = £10,643.93

8. Grand Total is **£29,643.93** (19,000 + 10,643.93)

9. Interest is awarded at the court rate of 8% simple interest per annum. The date of calculation is 20 October 2026. The date of contravention is 16 September 2024. The mid-point is 3 October 2025.

10. Interest on injury to feelings award **£ 3185.75**

11. Interest on past loss of earnings for period 3/10/25 to 20/10/26 is **£ 893.51**

12. Total Interest (3185.75+893.51) is **£4079.26**

13. No award is made for future loss of earnings, for aggravated damages, for personal injury or for consequential financial and housing loss as claimed.

14. The respondent is ordered to pay the total sum of **£ 33,723.19 (**29,643.93+4079.26) to the claimant **within 28 days.**

Approved by Employment Judge Elgot

B A Elgot

Date: 20 October 2026

Note - Reasons for the judgment having been given orally at the hearing, written reasons will not be provided unless a request was made by either party at the hearing or a written request is presented by either party within 14 days of the sending of this written record of the decision.

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Recording and Transcription

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https://www.judiciary.uk/guidance-and-resources/employment-rules-and-legislation-practice-directions/